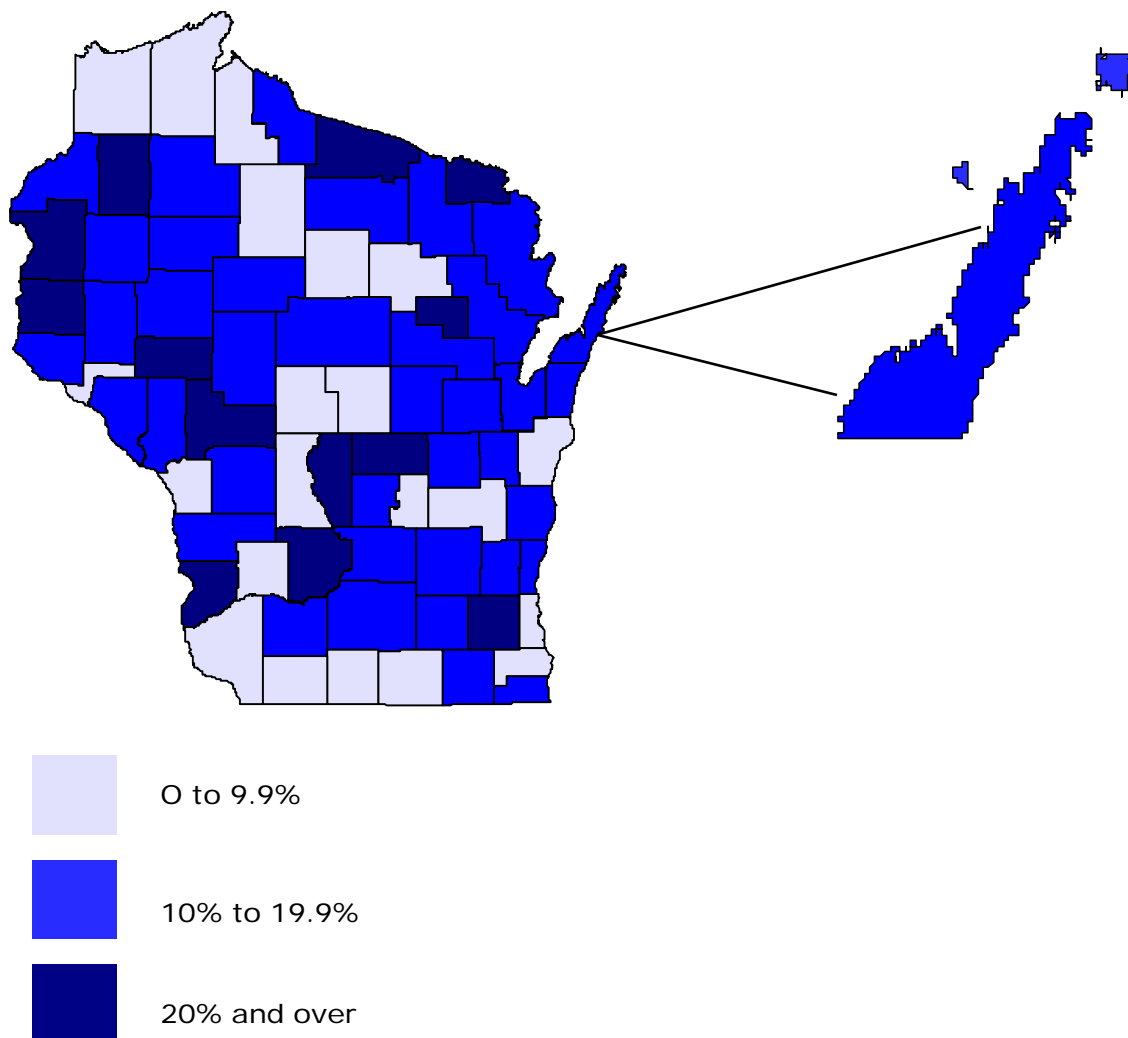


Door County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Door County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst,
Dick Seidemann, by telephone (920-208-5809) or email (seider@dwd.state.wi.us).

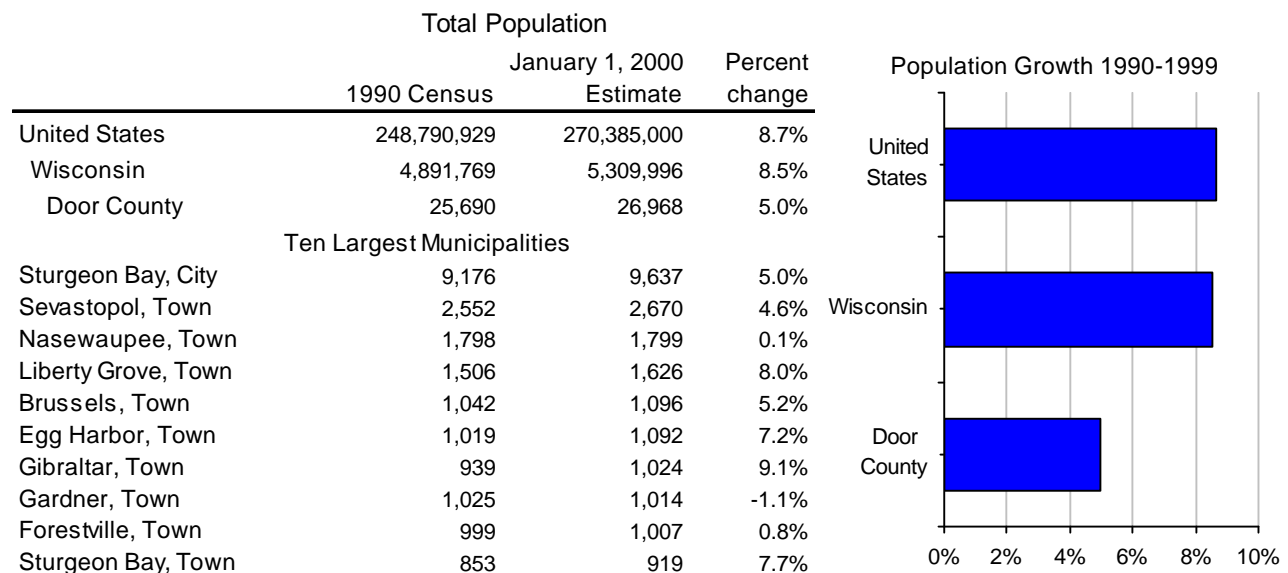
DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Door County Population and Civilian Labor Force

Door County's population growth between 1990 and January 2000 has been at a lower rate than either the United States or the State of Wisconsin. The average rate of growth for the county has been 5.0 percent, compared to 8.5 percent for the state and 8.7 for the nation. The lower rate of increase may to an extent be the result of an aging population that has moved beyond the child rearing age.

It is estimated that during the decade that natural increase (births minus deaths) in the county resulted in a decline in population of 298. However, this loss was offset by an increase from net in-migration of 1,576.

The largest population growth has occurred in the City of Sturgeon Bay, which increased by the county average of 5.0 percent. Although, the city did not have the fastest population growth rate, such as the town of Gibraltar at 9.1 percent, the increase of 461 in the city was the largest numerical increase for the county.



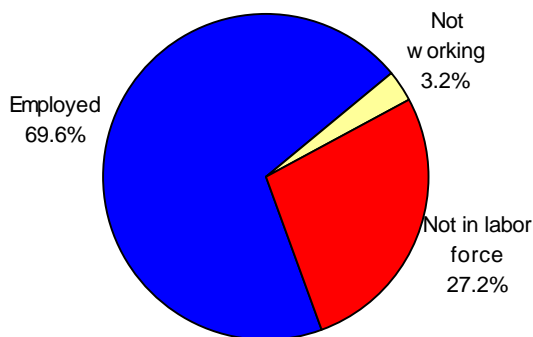
* Door County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (Readers should bear in mind that unemployed is not the same as the number of not working. People who are not working includes people who are unemployed and people who are not in the labor force. Examples of people who are not working but who are not unemployed are retirees or people who choose not to work.)

The labor force in Door County has declined just over one percent between 1990 and 1999. Almost all of the decline has occurred in the last year, when the labor force dropped from 15,700 in 1998 to 15,200 in 1999. The decline may be due to several causes, such as changes in the economy to the estimation process for determining labor force size, an increase in retirements or a combination of these and other factors. The decrease in the labor force size, does not necessarily mean that these individuals are no longer available for employment, but rather that they have currently removed themselves as in the labor force.

1999 Labor Force Participation



Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

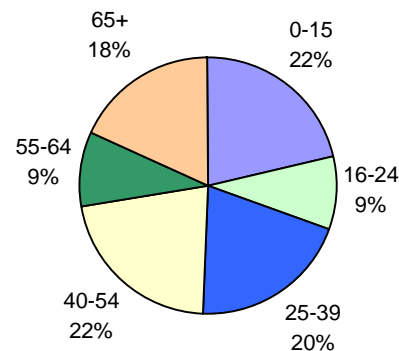
The term used to describe the relationship between the labor force and population is the "participation rate". The participation rate for Door County is very similar to the State of Wisconsin, with both having a higher participation rate than the United States. Door County's labor force participation rate is 72.8 percent. This was a decline from 1990. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent. Participation rates are often affected by community culture, economic, and demographic conditions of an area.

The 40 and 54 year group experienced an increase of over 33 percent between 1990 and 1999. The large increase is the result of the aging of baby-boomers moving through the labor force. Of interest to employers is the increase in the number of younger workers between the ages of 16 and 24. This group is approximately the same size as the group in the 55 to 64 age group and while not having the same skills will move through the labor force and provide a continuation of a skilled workforce. The group in the 0 to 15 year bracket will be the individuals that will replace the loss of workers that will retire in the next decade. They will fill many of the unskilled jobs available as they enter the market. This group while a different breakout than the older group, looks as though it will adequately replace the older workers and provide for some growth in workers.

Door County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	6,000	5,805	-3.3%
16-24	2,345	2,430	3.6%
25-39	5,999	5,379	-10.3%
40-54	4,390	5,867	33.6%
55-64	2,406	2,510	4.3%
65+	4,549	4,978	9.4%

Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau



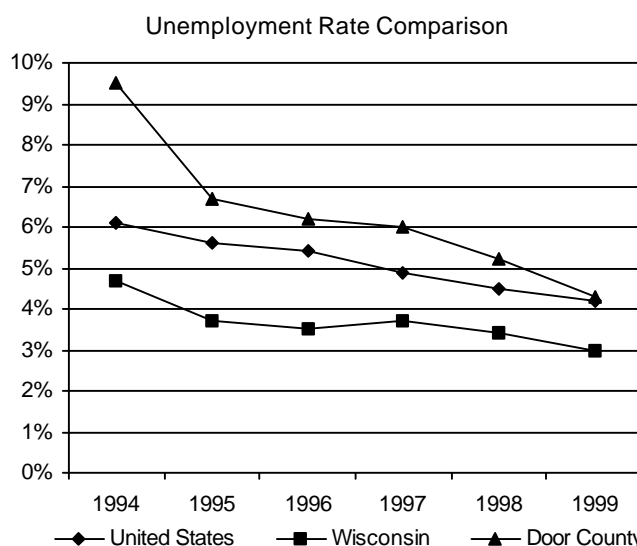
Door County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	14,800	14,800	15,600	15,700	15,700	15,200
Employed	13,400	13,800	14,600	14,800	14,800	14,600
Unemployed	1,410	1,000	970	950	820	660
Unemployment Rate	9.5%	6.7%	6.2%	6.0%	5.2%	4.3%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

Although the unemployment rate for the county has declined at a faster rate than either the State of Wisconsin or the United States during the last five years, it still remains higher than either. This in part is due to the nature of Door County's economy. With much of it related to tourism, there is a growth of nearly 25 percent in the number in the labor force and employment between April and June. The reverse of this is true in the fall as summer jobs end and workers gradually leave the labor market as fewer jobs are available.

During the last year, the unemployment rate has declined due to a decrease in the number of workers, rather than an increase in employment. Although both labor force and employment levels declined in the last year, both are above their 1994 levels.



Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

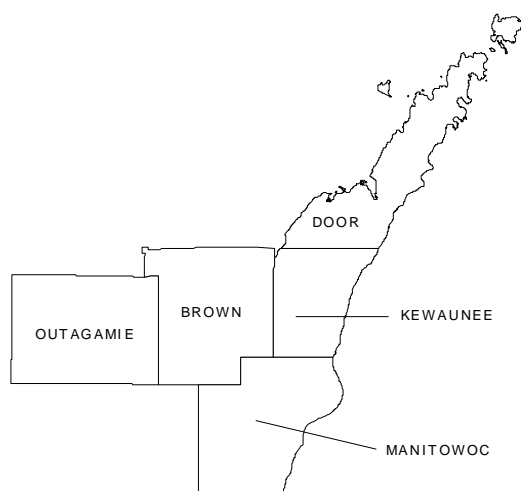
While labor force and employment levels have fluctuated during the last year, nonfarm wage and salary employment (NFWS) has increased every year during the last five years. Nonfarm employment is a different measurement than either labor force or total employment. It measures non agricultural jobs by place of employment and may count a worker more than one time. Total employment counts employment of all workers by place of residence, and only counts each worker one time.

During the last five years, NFWS employment has increased by 18.3 percent. This is over 2,000 new jobs in the county. The increase in local jobs was fairly evenly balanced between goods producing jobs which increased by 1,100 and service producing jobs that increased by 900 jobs.

Door County Commuting Patterns

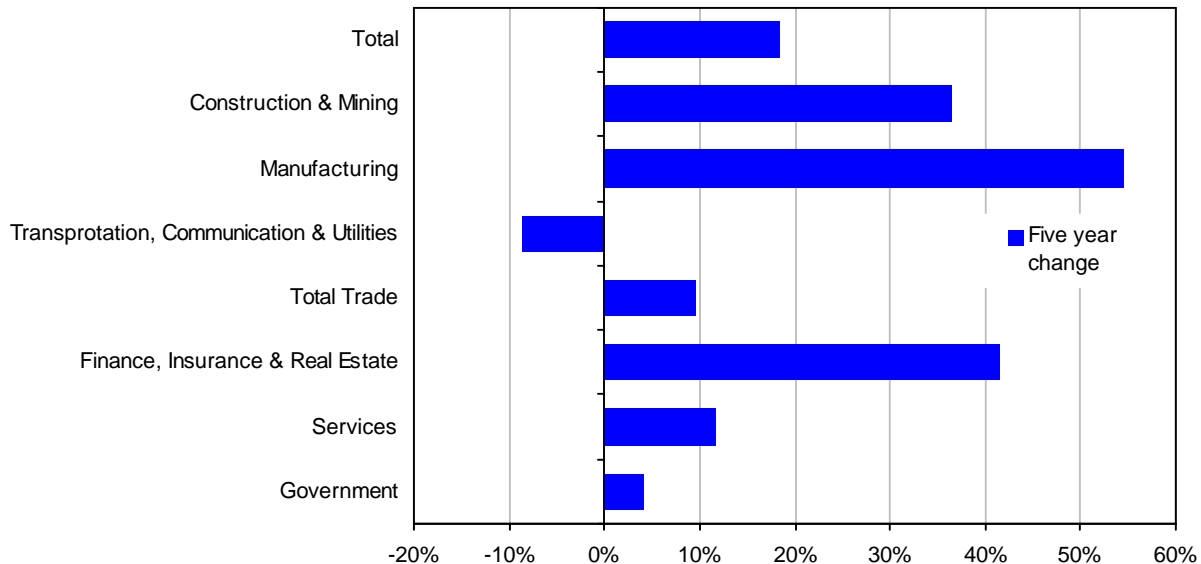
While the economy and labor force in Door County has changed a great deal since 1990, information on commuting patterns has not been updated since the 1990 census. Data from the 2000 census on commuting patterns will not be available until next year. During 1990, net commuting into and out of Door County for workers each day was close to even. There were 853 that left the county and 833 that entered the county for jobs.

The primary source of workers for Door County came from Kewaunee County, while the primary destination of workers from Door was Brown County. Most likely these two counties will remain as the primary exchange of workers coming and leaving the county, although the number of gains and losses has probably changed.



The main routes of travel for commuters to Brown County is on highway 57 which runs from Green Bay through Sturgeon Bay and then up towards the tip of the peninsula. During the last several years this highway has been the site of several fatal accidents, and will be upgraded during the next few years. For commuters traveling between Kewaunee County and Door County the heaviest route would be highway 42 which goes along the lakeshore in Kewaunee County and then up to Sturgeon Bay. Between Algoma and Sturgeon Bay many commuters take county highway S as an alternate to highway 42.

Door County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
							1 year	5 year
Total	11,052	11,481	11,986	12,352	12,728	13,078	2.8%	18.3%
Goods Producing	2,249	2,767	3,094	3,076	3,117	3,355	7.6%	49.2%
Construction & Mining	661	742	747	796	815	902	10.7%	36.4%
Manufacturing	1,588	2,025	2,347	2,280	2,301	2,452	6.6%	54.5%
Durable	1,390	1,839	2,159	2,070	2,061	2,200	6.7%	58.3%
Nondurable	197	186	188	210	240	252	5.1%	27.7%
Service Producing	8,803	8,715	8,892	9,276	9,611	9,724	1.2%	10.5%
Transportation, Communications & Utilities	216	228	207	199	215	198	-8.1%	-8.7%
Total Trade	3,292	3,203	3,321	3,483	3,577	3,605	0.8%	9.5%
Wholesale	277	258	267	276	269	257	-4.4%	-7.1%
Retail	3,015	2,945	3,054	3,207	3,308	3,348	1.2%	11.0%
Finance, Insurance, and Real Estate	414	419	451	478	513	586	14.2%	41.6%
Services & Misc.	3,312	3,329	3,387	3,529	3,663	3,701	1.0%	11.7%
Total Government	1,569	1,535	1,526	1,587	1,643	1,634	-0.6%	4.2%

Source: WI DWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives or if the job holder has more than one job. Thus, this information is often referred to as "place of work" data. Based on the 1990 census, Door County has a nearly equal number of residents commuting out of the county, about eight percent of its workers, compared to the number commuting to Door County for work.

It is important to note that manufacturing employment has increased 54.5 percent during the last five years. Growth in this sector has been sporadic during the last 15 years. This is attributable to economic cycles that have affected the shipbuilding industry which has been a major employer in the Sturgeon Bay area. While shipbuilding is still a major part of the employment scene, it is not as dominant as it once was. Manufacturing in the area has increased and diversified, but has not regained the percentage of total jobs it once had. During the 1980's manufacturing accounted for over 30 percent of the jobs in the county, now it makes up about 18 percent of the jobs.

The services sector increased by 900 jobs during the last five years. While many of these jobs are high skilled and pay well there are also many jobs that are seasonal, and cater to tourism which is primarily during the months of June through mid October.

Door County's Largest Industries and Employers

Top 10 Industry Groups

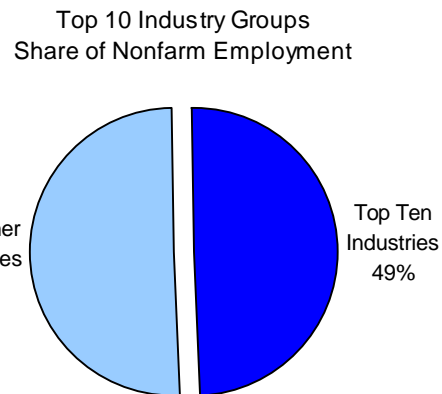
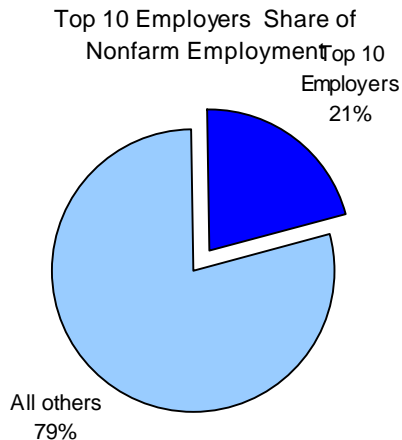
Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Eating And Drinking Places	82	950	15	142
Health Services	31	825	1	-133
Educational Services	11	812	29	54
Hotels And Other Lodging Places	64	700	37	65
Industrial Machinery And Equipment	9	636	-9	160
Transportation Equipment	5	616	-32	125
Executive, Legislative, And General	14	525	3	102
Fabricated Metal Products	10	490	49	168
Special Trade Contractors	75	487	50	113
Food Stores	20	382	-20	24

*data suppressed to maintain confidentiality

Top 10 Employers

Company	Product or Service	Size
Door County Memorial Hospital	Health Services	250-499
County Of Door	Government Services	250-499
Manitowoc Marine Group LLC	Transportation Equipment	250-499
Hatco Corp	Manufacturing	250-499
School District Of Sturgeon Bay	Public Education	250-499
Southern Door Public School	Public Education	100-249
Palmer Johnson Inc	Transportation Equipment	100-249
Baylake Bank	Banking Services	100-249
Walmart Associates Inc	Retail Trade	100-249
Wiretech Fabricators Inc	Fabrication Manufacturer	100-249

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.



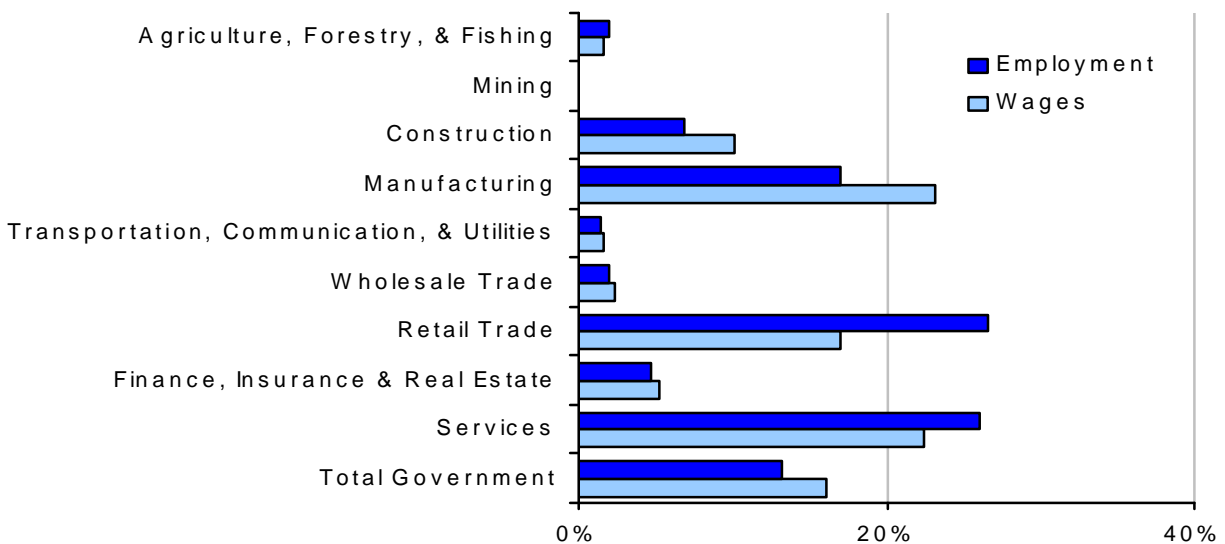
In 1999, there were 1,262 employers in Door County of which 62 were government units. Because of the effect of a seasonal economy in the county, a percent of these are only active part of the year. The ten largest employers in the county represent less than one half percent of all the county's employers, but provided 21 percent of the NFWS jobs in the county. Four of the ten largest private employers were manufacturers, so while manufacturing may not employ as large a percent of the workers as it used to, it is still important to the area's economy and provides stability and year round employment opportunities.

The top ten industries include over 300 companies in Door County and employ 53 percent of nonfarm wage and salary jobs in the county. Two of the top ten largest industry groups relate to the tourist industry. These are eating and drinking establishments and hotels and lodging employing a yearly average of 1,650 workers. This number increases well above this during the summer months. The ten largest industries represents nearly 24 percent of the employers in the county but provides 49 percent of the employment.

Door County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$20,998	\$29,609	70.9%	5.5%	25.6%	12,407
Agriculture, Forestry, & Fishing	\$17,303	\$21,499	80.5%	4.5%	9.7%	244
Mining	*	\$39,968	*	*	*	*
Construction	\$30,575	\$36,772	83.1%	9.6%	25.0%	861
Manufacturing	\$28,765	\$37,773	76.2%	3.5%	19.8%	2,104
Transportation, Communications, & Utilities	\$23,648	\$34,523	68.5%	9.7%	23.9%	189
Wholesale Trade	\$24,920	\$38,048	65.5%	2.6%	31.1%	252
Retail Trade	\$13,405	\$15,066	89.0%	5.6%	24.8%	3,302
Finance, Insurance, & Real estate	\$23,324	\$37,911	61.5%	3.8%	19.6%	589
Services	\$18,154	\$26,041	69.7%	4.7%	30.4%	3,228
Total Government	\$25,743	\$32,017	80.4%	3.7%	17.2%	1,633

Total Employment and Wage Distribution by Industry Division



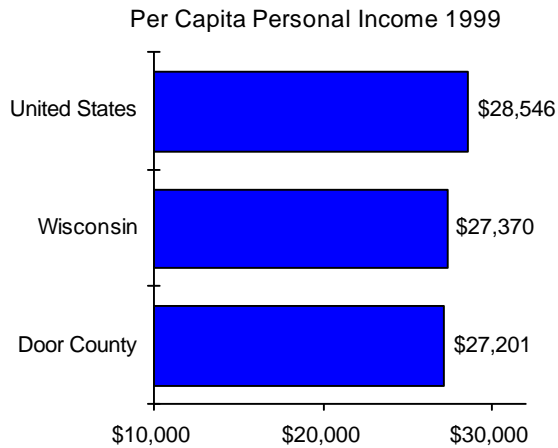
Source: WIDWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211*.

The average wage for all industries in Door County was 70.9 percent of Wisconsin's average wage. This was a slight improvement from 1998 when it was 69.8 percent of the state average. Average annual wages between the State of Wisconsin and Door County vary for several reasons. One is that the state average is heavily influenced by the larger urban areas such as Milwaukee, Madison, and Green Bay. Also some of the difference is due to the seasonal based economy in Door County which provides employment for only part of the year, thus pulling down annual average wages in those industries. Since many of the jobs in Door County are not only seasonal, but also part time, this also helps to increase the gap between the state average and that of Door County.

Employment in manufacturing makes up over 18 percent of the total employment in Door County. Although it is third in the number jobs in the county, it is largest source of wages in Door, making up 23.2 percent of all wages in the county or just over 60 million dollars in 1999. Some of the reasons for the larger share of wages compared to employment is that manufacturing wages generally are higher than other industries. Also, most factory workers are employed full time year round compared to other industries, and often have the opportunity for overtime.

Nearly 27 percent of the workers were in retail trade employment, however, the wages paid by this industry is only 16.9 percent of the total wage base in the county. The wages in the retail industry represent a significantly smaller proportion of total wages than the number of workers employed, because the industry employs a large number of entry-level workers and over 50 percent of the employment is part-time with many employed only on a seasonal basis which lowers the annual average.

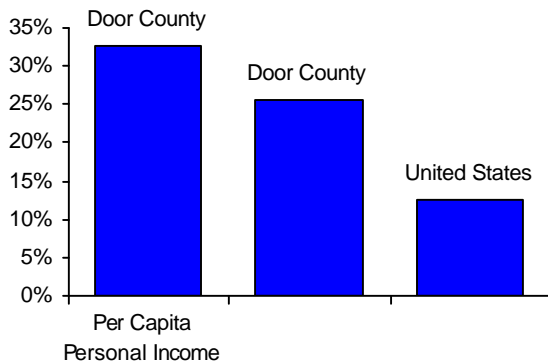
Door County Wage and Income Data



The per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population.

In 1999, per capita income for Door County was \$27,201, just below the state average, and ranked 13th in the state, up from 15th in 1998. The level of per capita income can influence the type of services and housing available as federal and state funding and grants often will use per capita income as a factor.

Over the last five years, Door County per capita income has increased by 32.6 percent, while wages earned in Door County increased 25.9 percent. Per capita income increased nearly seven percent faster than wages in Door County. Potential reasons that influence this disparity may be the result of commuting patterns and other sources of income that are counted in the per capita series but not treated as wages, such as retirement benefits, interest, transfer payment, and rental income. Another possible reason would be an increase in hours worked as the labor market has tightened in recent years. Along with additional hours of work, would be workers holding more than one job. This would increase income, even though wages might not have increased substantially during the time.



Per Capita Personal Income

	1994	1995	1996	1997	1998	1999	Percent Change	
							1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Door County	\$20,511	\$20,941	\$22,032	\$23,836	\$25,705	\$27,201	5.8%	32.6%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Cashiers	\$ 14.48	\$ 13.58
Computer Programmers	\$ 9.41	\$ 9.59
Extruding/Forming Mach Oprs	\$ 9.71	\$ 9.45
General Office Clerks	\$ 6.62	\$ 6.24
Hand Packers & Packagers	\$ 8.93	\$ 8.37
Home Health Aides	\$ 24.10	\$ 22.87
Janitors and Cleaners	\$ 8.10	\$ 7.61
Machinist	\$ 7.90	\$ 7.75
Machine feeder/offbearer	\$ 12.08	\$ 11.43
Nurse aide	\$ 7.88	\$ 7.74
Paper Goods Machine Setters	\$ 10.14	\$ 9.98
Printing Press Machine Oprs.	\$ 10.81	\$ 10.13
Registered Nurses	\$ 9.16	\$ 8.22
Salesperson, retail	\$ 14.62	\$ 14.76
Truck Drivers/Heavy or TractorTrailer	\$ 9.76	\$ 9.60

Source: DWD, BWI, 1999 OES wage survey for the Green Bay MSA

The wages for the selected occupations in this table were reported by employers in the Green Bay metropolitan statistical area (MSA) who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs.

Because occupational wages are not available by county, the attached table lists wages for common occupations from the Green Bay MSA as it is the closest available wage information for Door County. Wage data on additional occupations are available at our website: <http://www.dwd.state.wi.us/lmi>.

The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage.